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7 | Attorneys for Defendant
AMAZON.COM, INC.

12 JAQUAN RAMDHAN,
13 Plaintiff,
14 vs.
15 AMAZON.COM, INC.,
16 Defendant.

Case No. 2:24-cv-08471 MWC (SKx)

**DEFENDANT'S RULE 26(f)
REPORT**

Judge: Hon. Michelle Williams Court
Date: February 21, 2025
Time: 1:30 p.m.
Crtrm.: 6A

Complaint Filed: September 29, 2024
Trial Date: None Set

19 Pursuant to Federal Rule of Civil Procedure 26(f) and the Court’s Order
20 Setting Mandatory Scheduling Conference (ECF No. 17), Defendant Amazon.com,
21 Inc. (“Amazon” or “Defendant”) submits the following Rule 26(f) Report. Amazon
22 attempted to meet and confer with Plaintiff Jaquan Ramdhan (“Plaintiff”) regarding
23 the Joint Rule 26(f) report, including by sending a draft Word version for his review
24 and input. Plaintiff did not substantively respond. Yet, on February 7, Plaintiff
25 emailed asking that Defendant send all future correspondence by U.S. Mail (which
26 Defendant can do moving forward).

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1 **I. SUMMARY OF LEGAL AND FACTUAL CONTENTIONS AND**
2 **RELIEF SOUGHT**

3 On September 29, 2024, Plaintiff filed a lawsuit (the “Complaint”) in the
4 United States District Court, Central District of California alleging two causes of
5 action against Defendant: (1) violation of the Americans with Disability Act and (2)
6 violation of Title VII of the Civil Rights Act of 1964. On October 17, 2024,
7 Plaintiff served Defendant a copy of the Complaint. On November 7, 2024,
8 Defendant timely filed an answer to the Complaint.

9 From October 2022 through December 2023, Amazon employed Plaintiff as a
10 Fulfillment Associate. Before his start date, Plaintiff self-reported that he did not
11 have a disability. From December 2022 to December 2023, Plaintiff was cited for
12 seven safety violations and two behavioral violations. In December 2023, another
13 associate reported observing Plaintiff holding onto a cart while sliding alongside it.
14 When Defendant questioned Plaintiff regarding the incident, Plaintiff said he lost
15 balance because he was wearing slippery shoes. Video footage confirmed that
16 Plaintiff engaged in unsafe conduct in violation of Amazon policy. In December
17 2023, Amazon concluded Plaintiff’s employment for violation of the Safety
18 Standards of Conduct.

19 Defendant denies any liability to Plaintiff and denies that Plaintiff is entitled
20 to any relief.

21 **II. SUBJECT MATTER JURISDICTION**

22 This Court has diversity and federal question jurisdiction over this matter
23 pursuant to 28 U.S. Code §§ 1331, 1332.

24 **III. UNCONTESTED AND CONTESTED FACTS**

25 A. Statement of Uncontested Facts: At this stage of litigation, Defendant
26 contends the following facts are uncontested:

27 1. Plaintiff was employed by Defendant;
28 2. Defendant retained video footage showing Plaintiff’s safety

1 violation resulting in the termination of his employment; and

2 3. Defendant concluded Plaintiff's employment for violation of
3 Amazon's Safety Standards of Conduct.

4 B. Statement of Contested Facts: Defendant agrees to meet and confer
5 regarding existing contested facts, if any.

6 In addition, Defendant presently denies all other facts in Plaintiff's
7 Complaint. Defendant's investigation is still ongoing.

8 **IV. LEGAL ISSUES**

9 A. Undisputed Legal Issues: Defendant contends the following legal issues
10 are uncontested:

11 1. The Parties agree that jurisdiction is proper;
12 2. The Parties agree that venue is proper;
13 3. The parties agree that California law is applicable.

14 B. Disputed Legal Issues: Defendant contends the following legal issues
15 are contested:

16 1. Whether Defendant lawfully terminated Plaintiff's employment
17 for violations of Amazon's Safety Standards of Conduct; and
18 2. Whether Plaintiff has a covered disability.
19 3. Whether Plaintiff's alleged disability played any role in the
20 termination of his employment.

21 **V. DAMAGES**

22 A. Defendant's Position: Plaintiff is not entitled to any damages or other
23 relief.

24 **VI. PARTIES AND EVIDENCE**

25 The sole parties are Plaintiff and Amazon.

26 Defendant is not yet aware of the percipient witnesses and key documents at
27 issue in this case.

1 **VII. INSURANCE**

2 Defendant does not have applicable insurance coverage.

3 **VIII. MANUAL FOR COMPLEX LITIGATION**

4 Defendant prefers utilization of the procedures for the Manual for Complex
5 Litigation.

6 **IX. MOTIONS**

7 Defendant does not intend to file motions seeking to add other parties or
8 claims, transfer venue, or challenge the Court's jurisdiction.

9 **X. DISPOSITIVE MOTIONS**

10 Defendant anticipates filing a motion for summary judgment with respect to
11 all claims alleged in the Complaint.

12 **XI. STATUS OF DISCOVERY**

13 Defendant anticipates serving requests for production of documents and
14 special interrogatories before the February 21 Scheduling Conference. No
15 discovery has yet been completed, and there are no present discovery disputes.

16 **XII. DISCOVERY PLAN**

17 A. Initial Disclosures: March 7, 2025

18 B. Non-Expert Discovery Cut-Off: October 24, 2025

19 C. Expert Witness Disclosure: October 31, 2025

20 D. Expert Witness Discovery Cut-Off: November 14, 2025

21 E. Proposed Changes to Limits on Discovery: None anticipated.

22 F. Protective Order: Defendant expects to file a protective order before
23 producing documents in discovery.

24 G. Anticipated Issues Regarding Timing, Sequencing, Phasing, or
25 Scheduling of Discovery: None anticipated by Defendant.

26 H. Extranational Discovery: None anticipated by Defendant.

27 I. Video/Sound Deposition Recording: Defendant expects to record
28 depositions by video and sound.

J. Proposed Mid-Discovery Status Report and Conference Date: Not anticipated at this time by Defendant.

XIII. SETTLEMENT

Defendant is open to a settlement conference.

XIV. TRIAL ESTIMATE

Defendant estimates trial will last 3-4 days. Defendant anticipates calling fewer than 5 witnesses. Plaintiff's Complaint requests a jury trial.

XV. TRIAL COUNSEL

Benjamin Buchwalter is currently lead trial counsel for Defendant. Plaintiff is currently not represented by counsel.

XVI. MAGISTRATE JUDGE

Defendant does not agree to try the case before a magistrate judge.

XVII. INDEPENDENT EXPERT OR MASTER

At this time, it does not seem necessary to appoint a master pursuant to Federal Rule of Civil Procedure 53 or an independent scientific expert at the parties' expense.

XVIII. BIFURCATION, PHASED TRIAL, AND EXPEDITED DISCOVERY, MOTIONS, AND TRIAL

Defendant may move for bifurcation of punitive damages. Defendant does not anticipate any issues regarding phased trial, expedited discovery, motions, and trial at this time.

Dated: February 7, 2025

FARELLA BRAUN + MARTEL LLP

By: /s/ Benjamin R. Buchwalter
Benjamin R. Buchwalter

Attorneys for Defendant AMAZON.COM, INC.